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STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION OF CONSUMER AFFAIRS
NEW JERSEY STATE BOARD OF DENTISTRY
DOCKET NO.

In the Matter of)	Administrative Action
GLENN B. STEC, D.M.D.)	CONSENT ORDER
Licensed to Practice Dentistry)	
in the State of New Jersey)	

This matter was opened to the New Jersey State Board of Dentistry (hereinafter "Board"), upon the filing of a Petition for Reinstatement by Glenn B. Stec, D.M.D. Dr. Stec personally appeared before the Board on February 1, 1989, together with his counsel, Pamela Mandel, Esq. The Board had an opportunity to review numerous documents attesting to the rehabilitation of Dr. Stec with respect to his personal use of drugs as well as a psychological evaluation by Dr. Frank Dyer, a Board appointed consultant. Dr. Stec had surrendered his license to practice dentistry by Consent Order entered on March 29, 1988.

The Board having thoroughly reviewed the entire record before it and Dr. Stec desiring to resolve this matter by consent, a consensual reinstatement order shall be entered as follows:

IT IS, THEREFORE, ON THIS ^{Sept} 6th DAY OF FEBRUARY, 1989,

ORDERED AND AGREED THAT:

1. The license of Glenn B. Stec, D.M.D., to practice

dentistry in the State of New Jersey shall be reinstated effective on the entry date of the within Order. This reinstatement shall be expressly contingent upon continuing compliance with the terms and conditions contained in this Consent Order. Compliance shall be monitored by the Board with special assistance from the New Jersey Impaired Dentists' Program where designated herein.

2. Dr. Stec may practice dentistry only as the employee of a New Jersey licensed dentist, or another dentist approved by the Board, for a period of one (1) year commencing from the first day of employment. Dr. Stec shall provide to the Board the name and address of the employing dentist, and he shall cause the employer dentist to submit reports to the Board evaluating his competence and performance on a quarterly basis. Dr. Stec shall not be permitted to own or operate any dental facility during this one year period.

3. Dr. Stec shall have his urine monitored under the supervision of the Impaired Dentists' Program on a random, unannounced basis, once weekly in accordance with his present monitoring program. Immediately upon notice to the Board that Dr. Stec has obtained employment, the urine monitoring shall be increased to three (3) times weekly for a period of six (6) months commencing on the first day of employment. If, upon expiration of the six month period, all of Dr. Stec's urines have been negative for addictive substances, the frequency of monitoring shall be reduced to two (2) times a week thereafter. Nothing herein shall prevent Dr. Stec from applying for, and the Board from entering an Order, reducing the frequency of urine monitoring set forth herein at any time; provided, however, the Board shall not be obligated to enter such an Order and may act at its discretion.

witnessing of the taking of the samples either from a volunteer or drug clinic staff as arranged and designated by the Impaired Dentists' Program. The initial drug screen will utilize the EMIT technique and all confirming tests and/or secondary tests will be performed by gas chromatography/mass spectrometry (GC/MS). The testing procedure will include a forensic chain of custody protocol to ensure sample integrity and to provide documentation to withstand a legal challenge. The Impaired Dentists' Program shall be responsible to assure that all urine samples are handled by a laboratory competent to provide these services. All test results shall be provided in the first instance directly to the Impaired Dentists' Program, and any positive result will be reported immediately by the Impaired Dentists' Program to William Gutman, Executive Director of the Board, or his designee in the event he is unavailable. The Board also will retain sole discretion to modify the manner of testing in the event technical developments or individual requirements indicate that a different methodology or approach is required in order to guarantee the accuracy and reliability of the testing.

Any failure by Dr. Stec to submit or provide a urine sample within 24 hours of a request will be deemed to be equivalent to a confirmed positive urine test. In the event Dr. Stec is unable to appear for a scheduled urine test or provide a urine sample due to illness or other impossibility, consent to waive that day's test must be secured from Dr. Frederick Rotgers or Dr. Barbara McCrady of the Impaired Dentists' Program.

Neither the volunteer or drug clinic staff shall be authorized to consent to waive a urine test. In addition, Dr. Stec must provide the Impaired Dentists' Program with written substantiation of his inability to appear within two (2) days, e.g., a physician's report attesting that Dr. Stec was so ill that he was unable to provide the urine sample or appear for the test. "Impossibility" as employed in this provision shall mean an obstacle beyond the control of the respondent that is so insurmountable or that makes appearance for the test or provision of the urine sample so infeasible that a reasonable person would not withhold consent to waive the test on that day. The Impaired Dentists' Program shall advise the Board of every instance where a request has been made to waive a urine test together with the Program's determination in each such case.

The Board may in its sole discretion modify the frequency of testing or method of reporting during the monitoring period.

4. Dr. Stec shall attend support groups including the impaired professionals group and AA/NA at a frequency of no less than three (3) times per week. Dr. Stec shall provide evidence of attendance at such groups directly to the Impaired Dentists' Program on a form or in the manner as required by the Program. The Impaired Dentists' Program shall advise the Board immediately in the event it receives information that Dr. Stec has discontinued attendance at any of the support groups.

5. Dr. Stec shall submit to individual psychotherapy for a period of one (1) year. The Impaired Dentists' Program shall assist Dr. Stec by referring him to an appropriate therapist. Dr. Stec shall

provide a copy of Dr. Dyer's psychological evaluation of October 18, 1988, to the therapist. Dr. Stec shall cause the therapist to provide quarterly reports to the Impaired Dentists' Program with respect to his attendance and progress in therapy.

6. The Impaired Dentists' Program shall provide quarterly reports to the Board in regard to its monitoring of Dr. Stec's program as outlined herein including, but not limited to, the urine testing, the attendance at support groups, and attendance and progress in psychotherapy. The Program shall attach to its quarterly reports any and all appropriate reports and/or documentation concerning any of the monitoring aspects of the within program.

7. Dr. Stec shall not prescribed controlled dangerous substances for his personal use nor shall he possess such substances for his personal use except pursuant to a bona fide prescription written by a physician or dentist for good medical or dental cause.

8. Dr. Stec shall advise any and all treating physicians and/or dentists of his history of substance abuse. He shall cause any physician or dentist who prescribes medication which is a controlled dangerous substance to provide a written report to the Board together with patient records indicating the need for such medication and confirming that the practitioner was advised in advance of the history of substance abuse. Such report shall be provided to the Board no later than seven (7) days subsequent to the prescription in order to avoid any confusion which may be caused by a confirmed positive urine test as a result of such medication.

9. Dr. Stec shall provide appropriate releases to any and all


parties who are participating in the monitoring program as outlined herein as may be required in order that all reports, records, and other pertinent information may be provided to the Board in a timely manner.

10. A copy of the within Order shall be provided by the Board to any and all parties who are currently participating in the monitoring program as outlined herein or who are assigned in the future to participate in this program or any individual or institution succeeding to their respective monitoring functions.

11. All costs associated with the monitoring program as outlined herein shall be paid directly by Dr. Stec.

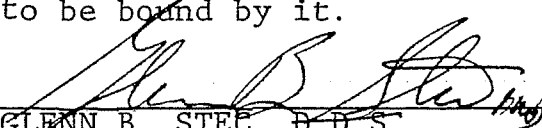
12. It is expressly understood and agreed that continued licensure with restrictions as ordered herein is contingent upon strict compliance with all of the aforementioned conditions. Upon the Board's receipt of any information indicating that any term of the within Order has been violated in any manner whatsoever, including, but not limited to, a verbal report of a confirmed positive urine or any other evidence that Dr. Stec has used an addictive substance, a hearing shall be held on short notice before the Board or before one member of the Board authorized to act on its behalf. The proofs at such a hearing shall be limited to evidence of the particular violation at issue.

13. Dr. Stec may apply for modification of the terms and conditions of the within Order no sooner than one (1) year from the entry date herein.



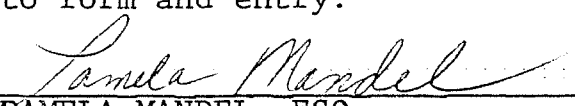
SAMUEL FURMAN, D.D.S.
PRESIDENT
STATE BOARD OF DENTISTRY

I have read the within Order. I understand the Order, and I agree to be bound by it.



GLENN B. STEC, D.D.S.
Dmp

The above Order is agreed to as to form and entry.



PAMELA MANDEL, ESQ.
Counsel for Glenn B. Stec, D.D.S.